



TEXAS JUVENILE JUSTICE DEPARTMENT

Executive Director's Report

JANUARY 2014

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TJJD Staff Attend U.S. Department of Justice PREA Auditor Training

The National Prison Rape Elimination Act (PREA) Resource Center and the U.S. Department of Justice (DOJ) hosted the second PREA Auditor Training Class on November 18-22, 2013 in Columbia, South Carolina at the DOJ National Advocacy Center. Nearly 100 individuals from across the nation participated in this training after having applied for admission and meeting a set of rigorous qualifications, professional requirements and background checks. Two staff members from the Texas Juvenile Justice Department (TJJD) and four staff members from the Independent Ombudsman's Office for TJJD were selected and invited to attend this training. Previously, DOJ had conducted the first auditor class of 50 participants in the summer of 2013. The November training was the first training open for applications from corrections professionals nationwide.

Debbie Unruh, the TJJD Independent Ombudsman and three of her investigators, Hector Marquez, Lisa Hale, and Dwight Sadler attended the training on behalf of the OIO. Jerome Williams, the TJJD PREA Coordinator, and Lisa Capers, Senior Director of Training and Administration attended for TJJD.

The training was an intensive week-long process that culminated in a certification exam that all candidates were required to take. Auditors can be certified in up to four areas: Juvenile Facilities, Adult Prisons and Jails, Community Confinement Facilities, and Lockups. Upon passage of the exam and required background checks, auditors are then certified by the Department of Justice to conduct PREA audits nationwide. The TJJD and OIO teams are awaiting the results of their exams and certification.

The new federal PREA standards require all adult and juvenile correctional facilities to be audited by August 19, 2016. The audit period officially began August 20, 2013 and is a three year cycle. Agencies with multiple facilities must audit at least one-third of their facilities each year. ■





TJJD Austin Office Donates for the Holidays

The Austin Office participated in the Austin “Coats for Kids” donation program during the holiday season. TJJD won first place in the collection drive in the “Organization” category by providing 51 coats for needy Travis County kids. ■

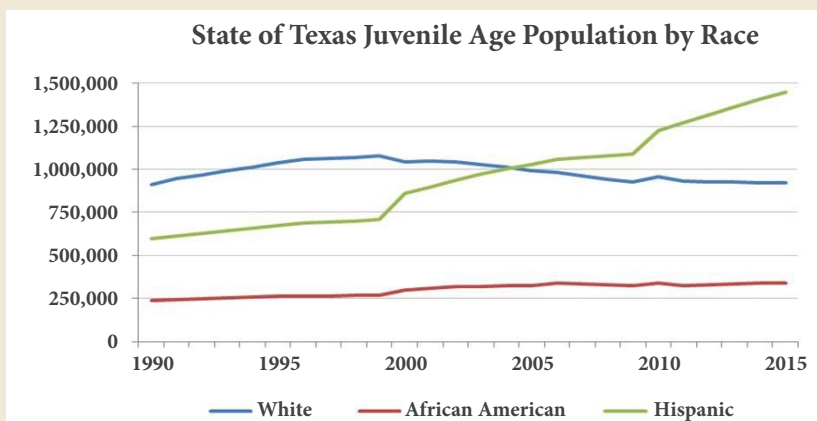
PBIS Update

Positive behavioral interventions and supports (PBIS) is a conceptual framework for developing positive, proactive systems of support for desired youth behavior. The goal of PBIS systems is to minimize behavioral difficulties while teaching and enhancing pro-social, adaptive behaviors through preventive systems change, rapid response to early signs of behavioral needs, and intensive, long-term supports for high-need individuals.

PBIS was rolled out in the education setting of TJJD high restriction facilities in 2010. In June, 2013 TJJD began its work toward adopting PBIS campus-wide (i.e. dorm-life settings) and is now at the installation/initial implementation phase.

- State Programs and Facilities (SP&F) has established a central leadership team tasked with devising a strategy to enhance our current behavior management model in our facilities. This team, comprised of members from SP&F, Education, and Training departments, will provide the oversight to ensure successful implementation of the model. This behavior management model focuses on encouraging positive behaviors from the youth, setting expectations for staff, and providing them with more resources when applying progressive interventions to negative behaviors as well as supporting this entire process through a dorm-based team approach.
- This enhanced model will focus on defining, teaching, engaging the youth in and supporting appropriate, positive behavior. It will shape first the dorm and then the facility culture, allowing the staff to become more proactive in the prevention of problem behaviors and in the provision of enhanced individualized services for those youth who do not respond to the universal behavior interventions applied by the staff.

Composition of Juvenile Age Population Changing with Dramatic Increase in Hispanic Youth



Source: Council of State Governments Justice Center

- A training overview on this enhanced behavior management model has already been provided to the Dorm supervisors in all of the facilities. Future trainings on this model will be provided to the established dorm-based facility teams over the next several months.
- A subject-matter expert from Texas State will be instrumental in the facilitation and implementation of this model in the facilities.
- Currently, all six facilities have already begun some work toward implementing this model on their campus.
- Implementation will begin in February 2014 at Giddings. ■

Bell and McLennan County Youth Receive Transition Support

Bell County Juvenile Services, the Bill Logue Juvenile Justice long-term facility, and the McLennan County Challenge Academy have teamed with the non-profit Center for Learning & Development (CLD) to build a supportive transitional system for students leaving the juvenile justice system and returning to their communities and local schools. Funding for this effort is provided through a one-year \$247,338 grant from the Office of the Governor Criminal Justice Division and a \$13,138 grant from the Rapoport Foundation.

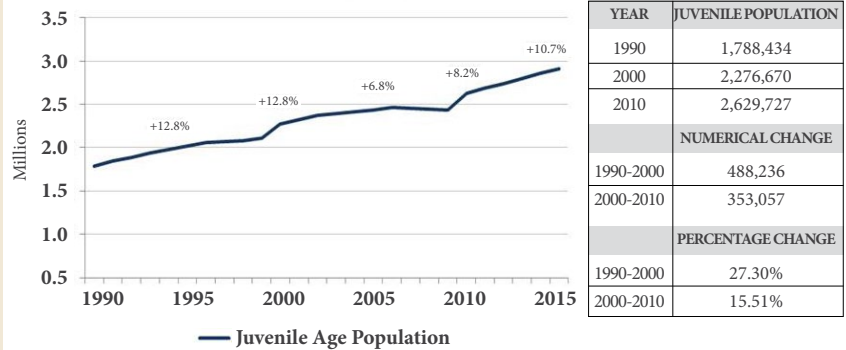
CLD is creating a cross-agency collaborative structure to provide academic, mental health, and family support services in an effort to literally wrap services around each at-risk youth and family. The goal is to reduce recidivism by increasing connectedness, communication, competency, and confidence.

Selected students from Belton ISD, Salado ISD, Temple ISD, Waco ISD, Robinson ISD, Midway ISD, and La Vega ISD will be identified as candidates for support services. These students will meet with a CLD academic interventionist, a mental health provider, a case manager, a campus advocate from the home campus, and a transitional probation officer; subsequently these same students will transition to the support services provided by their schools and their community mental health providers. The CLD interventionist and the case manager will work with the students and their families for up to six months after release to their home campuses. By supporting the students and families, trusted juvenile probation officers, mental health providers, case managers, and CLD professionals provide consistent guidance and connect them to the most beneficial resources at this critical time of transition.

Other services provided by the grant include cognitive behavioral therapy training for juvenile justice and mental health personnel and staff development for all agencies involved regarding brain basics, understanding learning differences, and research-based interventions across the curriculum. This staff development will train educators, juvenile justice personnel, and mental health providers to not only identify struggling students, but to understand why they struggle and the most effective interventions for those struggles. ■

State Juvenile Age Population Increased Since 1990s but Increased has Slowed Down After 2005

State of Texas Juvenile Age Population, Total



Source: Council of State Governments Justice Center

Harris County Reducing Youth Confinement

Since 2007, Harris County has been using the Juvenile Detention Alternatives Initiative (JDAI) model, a national strategy developed by the Annie E. Casey Foundation, to improve outcomes for children in the juvenile justice system while ensuring public safety.

The numbers show the program has been a success, with a reduction in youth crime, and a drop in referrals to juvenile probation. From 2006, before JDAI, through 2010, there were 25 percent fewer youth admitted to the Juvenile Detention Center and 70 percent fewer youth committed to the Texas Youth Commission.

Tom Brooks, executive director of the Harris County Juvenile Probation Department, says under JDAI his department now uses more personalized intervention programs.

“Instead of kids involved with us coming to sit in a workshop or something, we actually dig down deeper to see what their individual needs are,” he explains. “And the courts have been very involved in stepping down off the bench and working with the kids.”

Brooks adds Harris County is now working more closely with children, and involving their loved ones in the process.

“We realize the need to work not with a child but with a family,” he says. “We utilize a multi-systemic therapy in the home which has been very successful in allowing the parent to take back their home”

Brooks says many other counties have contacted his probation department to learn how they can implement JDAI practices. And he adds his department also routinely looks to community, faith and educational partners for their help. ■

Ellis County Juvenile Services Staff Honors Two employees

David Dyke and Patrick Johnson were honored as this year's Ellis County Juvenile Services employees of the year.

"It's for hard work and dedication," said Darrin Ray, chief juvenile probation officer. "But more importantly, it's recognizing what we do, which is affording our youth and families an opportunity for change."

Dyke and Johnson were presented with plaques and a trophy during a Christmas lunch on Friday, Dec. 20 at the Ellis County Juvenile Services administration office. A staff-based ballot nominated the two.

Dyke, who has been with Ellis County for two years, handles all the new cases and juvenile charges that come to the facility. He currently has 18 cases dealing with anything from assault, to marijuana and to sexual assault.

"I'm never satisfied with the status quo," Dyke said, looking forward to next year. "So, I've got plans to be better than what I am today and helping out the families that are going through some hard times."

Johnson, who helps make sure youth feel safe in the service's short-term detention center, has been with the juvenile services for three years. He said he felt surprised to win the award and is excited about next year.

"I'm also looking forward to giving the kids an opportunity to change their lives and be better," he said. "That's what the whole point of this is." ■

TJJD Youth Excelling Upon Release

One TJJD youth is making great strides since his release. Youth YE completed 21 college hours while in Mart and maintained a 3.2 GPA. He enrolled in Navarro College in August 2013 and took 15 more hours, making all A's and a B. He made the Dean's list for the Fall 2013 semester. He applied and was selected to participate in the Honor's program. Through the program, he will have opportunities to travel and participate in competitions and will receive a \$500 scholarship. YE was also recently notified that he is a recipient of the JLAW scholarship.

YE has made quite a mark on campus, where peers and administrators call him a servant leader. He volunteers to help with any community service project and also is the first to volunteer at church activities. He doesn't need the hours, he just wants to serve. He tutors others on campus and helps keep them motivated.

YE is in the Oil and Gas program. His professors have excellent things to say about him. One professor said if he makes less than 100, something is wrong. His speech teacher said he consistently earns perfect marks and says there is not much need for improvement. ■

Comal County Receives Grant to Curb Absenteeism

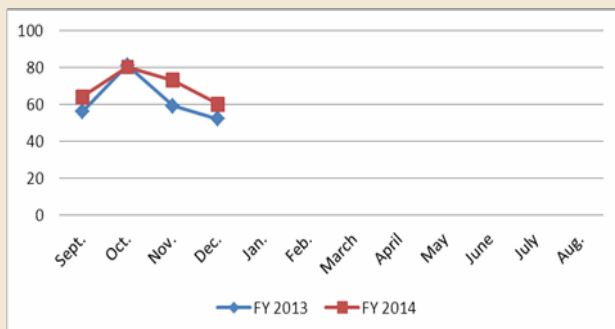
The Comal County Juvenile Probation Office has received a grant of more than \$92,000 from the State of Texas that will go toward curbing student absenteeism in Comal County. Specifically, the money will be used to fund a program Truancy Initiative supported by the both local school districts, juvenile probation, the New Braunfels Chamber's Business & Education Committee, the local legal community, and local business leaders.

That program has a track record of being successful in reducing the number of reported absences at local schools, and now the program can move to the next level, thanks to this grant.

Specifically, they are now looking at ways to prevent truancy by focusing on at-risk kids ages 6 to 11.

The grant will pay the salary, benefits, office space and equipment for a Program Services Coordinator who would be responsible for guiding those at-risk children to services in the community that meet the student's and family's needs. ■

Commitments from Juvenile Courts



	2013	2014
TOTALS	248	277
% CHANGE	12%	



Christmas Celebration at Evins

Christmas at Evins Regional Juvenile Center came a little early for the youth as volunteer groups from across the Rio Grande Valley descended upon campus throughout the days leading up to Christmas. Gifts, food, music, caroling and fellowship were plenty as they celebrated with the boys. Some youth got socks, games, stationary paper and envelopes while others got \$15 donated into their personal accounts to be used during canteen or to call home. The facility also had footballs, basketballs and soccer balls for the youth to use throughout the year.

On the other side of the aisle employees at Evins celebrated their own Christmas party as the Employee Relations Committee (ERC) hosted a wonderful luncheon and raffled off prizes to lucky winners. One lucky prize winner was JCO George Vassos who won a 19" inch flat screen TV. When he went up front to claim his prize he asked that it be raffled out again, because he "really wanted someone to get it that needed it." The staff that eventually won it came over to him and thanked him and mentioned that he really needed one for his kids.

On the other side of the secured fence, employees had the opportunity to participate in a toy and can food drive for kids at the Boys & Girls Club of Alamo. Vivian Garcia, Club staff member, said, "The Boys & Girls Club gives the

youth the opportunity in the community to participate in constructive activities after school and on holidays. It keeps them engaged and active in pro social activities and it surely beats the streets. We thank you all for thinking of our kids outside the Texas Juvenile Justice System."

Evins volunteers all extended their generosity to youth and families with the TJJD Harlingen Parole as they donated gift/meal baskets and over 25 presents for kids of those families. Ricardo Leal, Parole Officer, said, that he was "surprised at how far volunteers went to help out this families and that one mother got teary eyes as she received the gifts and expressed how thankful she was for their assistance and generosity."

Christmas holidays culminated with the Sacraments on Saturday, December 21st. and a non-denominational service and Catholic Mass on Christmas day. Community organizations participating were the Evins Volunteer Council, First Baptist Church of Edinburg, Tree of Life Church, Christian Fellowship Church, Baptist Temple of McAllen-Band of Brothers Ministry, Catholic Diocese of Brownsville, Our Lady of Sorrows of McAllen, Living by Faith Church and the Salvation Army of Dallas. ■



Christmas Festivities at Giddings

Giddings State School celebrated another great year with our Volunteers this Christmas. Giddings State School has volunteers from surrounding areas “Adopt a Dorm” for Christmas each year. These organizations come as far as Universal City, Flatonia, La Grange, Dime Box and Giddings. The young men here at Giddings look forward to this time of year.

Each participating group brought a meal to each dorm as well as cookies, candy, and presents for the youth. Activities include games, sing-along, and visiting, eating and opening gifts bags. This year several church groups brought in their band to bring music to their parties.

On December 22, Mrs. Hernandez and Mrs. Jones, local volunteers from Schulenburg, Texas presented Giddings State School with cookies and cards for youth and staff. They delivered 1,167 signed Christmas cards and notes of encouragement and 1,742 cookies. This is the third year that Mrs. Hernandez and her daughter Liberty have gone throughout the state to collect cards for the youth at Giddings. She is looking forward to her fourth year.

Giddings’ Christmas parties would not be possible without the volunteers who come each year faithfully to celebrate Christmas with our youth here at Giddings. This is the 10th consecutive year that volunteers “adopted a dorm” for the Christmas season. ■



Mother-Daughter Duo Helps Spark Clothing Drive for Dallas County Juvenile Facility

Dr. Terry Smith was giving a tour recently of the Letot Center — a Dallas County juvenile rehabilitation facility — when a woman asked a simple but direct question: What do you need?

Smith, executive director of the county’s juvenile department, offered an equally simple but direct response: The center needs clothes for the hundreds of kids who each year come through the center in northwest Dallas.

The conversation sparked the creation this December of the Letot Closet, a drive to collect clothing and other basics.

The supplies are given to kids when they leave the facility, which serves children ages 10-17 who are truants, runaways, first-time offenders or victims of abuse. The idea is to ensure that the kids — mostly girls — re-enter the real world with the tools needed to succeed.

And the woman who helped start the project — Sandy Hibbard — has taken her efforts a step further. She’s teaming with her daughter, singer Sarah Sellers, to host concerts in Dallas in the coming weeks to collect more clothes and benefit the Letot Closet.

The Letot Center was created in 1979 as a way to intervene in the lives of children who might be heading down a troubled path. The facility offers counseling, emergency shelter, psychological evaluations, referral services and other outreach.

The center, which often works in conjunction with the county’s juvenile detention center, can host as many as 48 children at a time. They can stay up to 90 days, but most stay 21 to 23 days, officials said.

The children come from broken homes. Some have been subject to prostitution. Some are parents with kids of their own. And many don’t have proper clothing, hygiene items or school supplies, making them targets to be picked on or worse.

The women explained that they wanted to ensure there were clothes they could envision themselves wearing as a middle school or high school student. Hibbard was especially excited about a matching coat and shirt.

Officials have plans to expand Letot Closet to other rooms or even other juvenile facilities. The demand is expected to grow, as a \$9.8 million facility focused on sexually exploited girls is being built next door. ■

Gainesville Youth Receives All-State Honors

Gainesville State School received some very exciting news about one of its football players. Youth JP was honored with Honorable Mention in TAPPS All State Awards at both the positions of Defensive Linebacker and Offensive Back. This is the first time one of the GNS players has received the nomination while our team has participated in TAPPS.

JP stated that earning these awards “showed me that I have potential to fulfill my dreams, of being a NFL football player”. He is currently enrolled at Navarro College and has completed 12 hours. He aspires to major in Business Management, once he completes his basic classes. Upon graduating from Navarro, JP plans to attend Oklahoma University to continue his football career.

JP received his first football at the age of five from his father, who coached him in flag football. He stated that he was most inspired to pursue his dreams by his mother. Jatarvis stated that, “once I make it in the NFL, I plan to support my mom and my 2 year old daughter, Ja’laya, as well as, start a football camp, for younger kids, ages 6-18, who have a dream of playing football, on the next level and give back to the community. I also plan to be a role model, for my brother, who dreams of playing in the NBA.”

January 2014 Employee Excellence Award

The January 2014 recipient of the TJJD Employee Excellence Award is Nicki Satterfield. Nicki began her employment with the agency in December 2010 and is currently a Budget Analyst IV in the Finance Division. Ms. Satterfield has put in countless hours in her job, often being at work in the evenings, weekends and holidays. Her dedication is noticed and appreciated by all. ■

JP stated that he is very appreciative of all the coaches who taught him the game and believed in him and his ability to play. He also wanted to give a special thanks to the Gainesville coaching staff, Mr. Scott and Mr. Shepherd.

According to Gainesville State School coach Walt Scott, “We have never been so honored. This is a wonderful award for this young man, our football team and our school.”

JP has moved on to Cottrell House, where he will receive his awards. ■

San Antonio Volunteers Host Bowling Fundraiser

“Spare some Time for Texas Youth” has been the ongoing theme of the Volunteer Council for Texas Youth in San Antonio for leading up to the 19th Annual Bowl-A-Thon fundraiser held Saturday, October 26, 2013. As in previous years, this annual fundraiser was a great success thanks to the support of our generous sponsors which included the S.A. Northwest Social & Civil Club, David Galvan State Farm Insurance Agency, State Representative Ruth Jones McClendon, My Friend’s House, Select FCU, William Shaw Attorney at Law and UTSA, just to name a few. Their contributions were greatly appreciated with all proceeds directly benefiting the youth at Ayres House, San Antonio Parole and Austin Parole.

This year’s event brought out support from local professional sports teams in San Antonio Talons and the Missions who brought some of their players and their mascots to take part in the bowling fun. This was a special treat that will not be forgotten. On behalf of the Volunteer Council for Texas Youth in San Antonio/Austin, the agency expresses its thanks to staff, sponsors, community partners, volunteers for their continued support of programs to assist our youth. The event raised \$2,065. ■



Holiday Season at Gainesville Stresses Community

The holiday season at the Gainesville State School was a true community effort! The Student Support Council raised \$5,350.00 from donors that included civic organizations, banks, churches, private businesses, attorneys, physicians, and lots of individuals. Donations came from all over Texas, including Gainesville, Dallas, Lewisville, Flower Mound, Fort Worth, Denton, Burkburnett, Argyle, Grapevine, Southlake, Lake Kiowa, Colleyville, Muenster, Lindsey, and even Forney, Texas! These funds not only provide a positive holiday experience for Gainesville youth, they also help fund the efforts of the Council to provide for students all year.

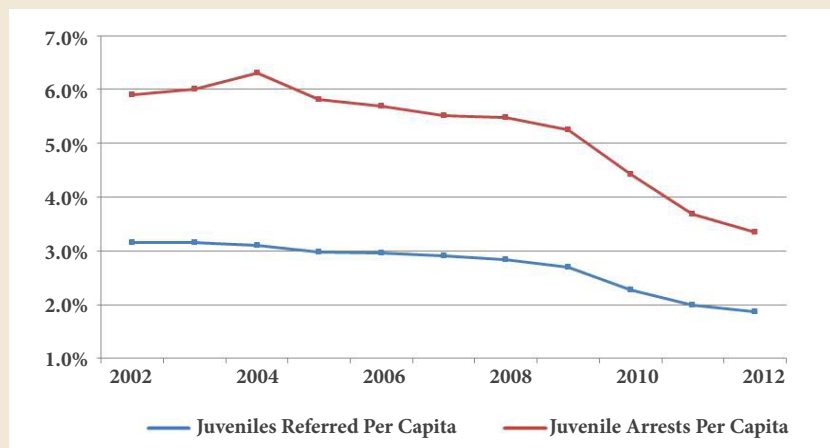
The Student Support Council pays for family events, including meals and transportation, award banquets for the football and basketball teams, meals off campus for students who earn that privilege, beautiful clothes, toiletries, and bags for the clothes closet, incentives for youth who have shown progress in the program, graduation supplies, and much more. The Council provides all those extras that increase the chances of youth being successful and changing their lives for the better.

The kind volunteers from One Heart made a trip to Gainesville to deliver hundreds of amazing gift bags for the boys. The bags were filled with toiletries, hats, gloves, socks, etc. The Salvation Army delivered treats for the boys and staff as well. Every single dorm on campus – all 16 of them – enjoyed a Christmas party with delicious food and gifts. The Christian Motorcycle Association of Texas and also Oklahoma, Cross Timbers Church of Argyle with their On the Path Ministry, St. Laurence Anglican Church of Southlake, Calvary Chapel of Arlington, St. Mary's Catholic Church of Gainesville, New Life Bible Church of Gainesville, and Macedonia of Lewisville all hosted at least one dorm party.

Many of our youth were away from home for the first time during the holidays. Providing a positive holiday experience for them can go a long way in offering hope for the future. Our community of caring and compassionate volunteers did just that! ■



Juvenile Arrest and Referral Rate Declining Since Before Reforms in 2007



Source: Council of State Governments Justice Center

York House Staff Teaching Youth to Fish

"Give a man a fish and he will eat for day. Teach a man to fish and he will eat for the rest of his life."

That is the premise the staff at York House have taken toward their passion to rehabilitate the young men under their care. Spearheaded by JCO Trejo (who is master fisherman) and with the support of the Corpus Christi Resource Council, the staff recently began taking the youth fishing off Mustang Island State Park and the activity has become a favorite among the boys at the facility. There are some that say fishing has therapeutic qualities but the time spent with the caring staff that are investing their time in these young men will certainly play an important role in their continued development. And the youth will certainly be eating well. ■



Arrests and Referrals Have Declined Since 2004 in Spite of Population Growth

YEAR	JUVENILE POPULATION	ARRESTS	REFERRALS	ARRESTS PER 1,000 POPULATION	REFERRALS PER 1,000 POPULATION	% REFERRALS OUT OF ARRESTS
2002	2,370,551	140,085	140,085	59.09	31.51	53.32%
2003	2,395,701	143,748	143,748	60.00	31.56	52.60%
2004	2,417,729	152,693	152,693	63.16	31.04	49.15%
2005	2,430,484	141,113	141,113	58.06	29.85	51.41%
2006	2,466,758	140,189	140,189	56.83	29.69	52.24%
2007	2,457,563	135,685	135,685	55.21	29.17	52.84%
2008	2,444,889	134,024	134,024	54.82	28.43	51.87%
2009	2,437,070	128,151	128,151	52.58	26.97	51.29%
2010	2,629,727	116,305	116,305	44.23	22.78	51.50%
2011	2,686,887	98,805	98,805	36.77	20.02	54.44%
2012	2,742,558	91,873	91,873	33.50	18.71	55.84%
2000-2012	15.69%	-34.42%	-31.32%			

In 2011 and 2012 the percentage of referrals out of arrests increased and it was the highest since 2002.

Source: Council of State Governments Justice Center

TJJD Advisory Council Standards Subcommittee Honored

The Texas Juvenile Justice Department Board recognized the Standards Committee of the Advisory Council for their tireless work on reviewing Juvenile Probation Department policies and standards. The following committee members have provided valuable insight in the creation, review and revision of many agency policies:

BEATTY, DARRYL, Deputy Chief, Travis County

BROOKE, LINDA, Chief of Staff, TJJD

COCKRELL, ED, Chief, Jefferson County

DAVIDSON, KAROL, Staff Attorney, TJJD

DOLLAR, TERRI, Director of Monitoring & Inspections, TJJD

EDDINS, NEIL, Assistant Chief, Randall County

FRIEDMAN, SCOTT, Manager of Monitoring & Inspections, TJJD

GARZA, RICHARD, Facility Administrator, Hidalgo County

GONZALES, CARLOS, Compliance Officer, Webb County

GUPTA, KAVITA, Staff Attorney, TJJD

HAYES, PHILIP, Chief, Cass County

HOUGH, TOM, Supervisor of Training and Quality Assurance, Harris County

HUMPHREY, SUSAN K, Chief, Bell County

KELLY, MONICA, Chief, Hardin County

KINTZER, ASHLEY, Policy Coordinator, TJJD

LEWIS, RONALD, Deputy Assistant Director, Tarrant County

LINE, VICKI, Director of Personnel & Training

LOPEZ, SAL, Director of Detention, Williamson County

MOORE, REBA, Chief, Floyd, etal Counties

MURILLO, JESSE, Division Manager, Travis County

PROBST, LEAH, Quality Assurance Administrator, Dallas County

ROMAN, STEVE, Policy Coordinator, TJJD

SERRANO, LOUIS, Chief, Ector County

TORRES, LAURA, Program Administrator, Cameron County

VINES, JIM, Facility Administrator, McLennan County

WILLIAMS, JAMES, Senior Director of Probation & Parole, TJJD

WORLEY, ROSS, Chief, Smith County ■

Texas Juvenile Justice Department Accomplishments for 2013 and Goals for FY 2014

The Texas Juvenile Justice Department successfully completed fiscal year 2013 with an impressive list of accomplishments and began fiscal year 2014 with a significant list of goals. Highlights of these accomplishments and goals are detailed below by division.

ACCOMPLISHMENTS FOR FISCAL YEAR 2013	DIVISION	GOALS FOR FISCAL YEAR 2014
ADMINISTRATION AND TRAINING		
<ul style="list-style-type: none"> Relocation of agency staff and physical assets to Braker H location. Completed CAPSSY Grant Training Project at three secure facilities; Developed Trauma Informed Care, Family Engagement and Gender Responsiveness training/curriculum; Coordinated 8 statewide conferences for 1,383 attendees. Launched Juvenile Interstate Data System (JIDS) in Texas ICJ office. Publication of Texas Juvenile Law, 8th Edition and 2013 Special Legislative Issue for the State Bar of Texas Juvenile Law Section. Processed 969 calls/emails for legal technical assistance from field. Hired 692 employees; processed: >15,000 PARS; > 1,000 background checks; >450 grievances; revised > 125 job descriptions. Completion of KRONOS scope development, design and preliminary implementation work. 		<ul style="list-style-type: none"> Revise Pre-Service Training Academy; develop and roll out new curriculum for PBIS, Case Management Academy, Phoenix Program; complete leadership, case management, OJT curriculum. Rollout of Interstate Compact online JIDS to TJJD and probation departments. Revise fixed asset policies and review fleet management program. Successful completion of full KRONOS implementation. Publication of Texas Juvenile Law Supplement, 2014; Statewide PREA webinar and two-day Audit Readiness Workshop for field. Oversight, coordination, development and publication of agency strategic plan for 2015-2019. Purge personnel files per records retention; complete desk manuals for HR.
EDUCATION		
<ul style="list-style-type: none"> Establishment of Career Academies and Saturday enhancement series; Revision of all Education Procedures. Creation and implementation of student Orientation and Assessment curriculum and student Personal Opportunity Plan. Implemented online testing capabilities for GED and TABE. Established partnership with Texas State Technical College (TSTC). 		<ul style="list-style-type: none"> Focus on career development for students and leadership development for staff. Build relational capacity through Capturing Kids Hearts and Positive Behavior Intervention and Supports (PBIS). PBIS implementation fidelity/support for all facilities. Improve and enhance database system and data collection.
FINANCE		
<ul style="list-style-type: none"> Facilitated participatory budgeting process with all TJJD divisions and successful budgetary planning around significantly lesser appropriations amounts. Preliminary requirements gathering, scope work and design of Centralized Accounting and Payroll/Personnel System (CAPPS). Successful completion of division functions through significant transitions related to leadership changes, staff turnover and reorganization of duties. Enhanced efficiency/transparency of legislative and other reports. 		<ul style="list-style-type: none"> Successful implementation of the CAPPS project and realignment of business processes; data driven decision making. Work with probation departments to develop objective base funding formula. Facilitate RFQ process and awards for architects/engineers for capital construction repairs projects. Complete written Procurement Procedures Manual; conduct contract training. Begin intensive individual/regional training on probation grants.
INFORMATION TECHNOLOGY		
<ul style="list-style-type: none"> Relocated Austin Central Office hardware, software and systems to new Braker location. Deployed over 300 workstation hardware as part of the migration to Windows 7 platform. Implemented new servers for Kronos, JCMS and Noble systems; Implementation of new desktop security solution. Implementation of new Polycom system. Transformation of legacy servers to new hardware. Completion of Medical Services Tracker application. Completion of Phase 1 of migration to Kronos implementation Migrated 45 probation departments (60 counties) from legacy CASEWORKER to JCMS Basic. Facilitated upgrade of JCMS from version 1.8 to 1.9 impacting 74 probation departments. 		<ul style="list-style-type: none"> Continue workstation technology refresh and migration to Windows 7. Migration to Office 365 cloud-based services. Implementation of wireless networking within institutions. Completion of Kronos HR implementation. Migration from legacy financials applications to Comptroller's CAPPS system. Development of Board Portal document sharing system. Creation of Cost Effectiveness Suggestion Portal as per HB 1128. Design/development of Group Log tracking and reporting system. Development of IT Application Strategic Plan aligned with DIR Strategic Plan. Enhancements to existing Grant Manager application. Continued expansion of JCMS.Basic user base.
MEDICAL SERVICES		
<ul style="list-style-type: none"> Provided effective oversight and monitoring of health care utilization, resulting significant cost savings (free world care including ER and hospital costs and psychotropic medication costs). Implemented H.B. 915 for DFPS /court notification of information regarding foster care youth on psychotropic medications. Developed procedures to enhance youth accountability and continuity of health care upon admission to and release from TJJD. Implemented nutrition program in accordance with national guidelines resulting in higher reimbursement from the NSLP. 		<ul style="list-style-type: none"> Continue to monitor health care access within facilities and free world, quality improvement initiatives, and cost effectiveness in order to stay within the allocated budget. Enhance transition planning and continuity of health care for youth upon admission and release from TJJD and/or transfer to TDCJ. Continue to monitor and provide oversight to nutrition and food services to ensure compliance with ADA guidelines and the National School Lunch/Breakfast program.

ACCOMPLISHMENTS FOR FISCAL YEAR 2013	DIVISION	GOALS FOR FISCAL YEAR 2014
OFFICE OF CHIEF OF STAFF		
<ul style="list-style-type: none"> AID-CIU processed 2,612 total investigative reports; conducted 339 investigations of abuse, neglect and exploitation. AID-SIU completed 920 investigations in state facilities. Planned, implemented and hosted Investigator's Conference. Planned, organized and hosted Quality Assurance Conference. Risk Management team saved agency \$147,587 through critical analysis of external inspection and insurance costs. Developed system of bill tracking and analysis for 83rd Legislature. 		<ul style="list-style-type: none"> Complete monitoring tool updates/revisions; focus on training and cross training of state/county staff to perform Lead functions. Complete TAC 355 technical assistance visit to each non-secure facility; implement revised facility registry process. Complete training initiative in secure facilities; participate in development of Consolidated Incident Reporting System. Perfect appeal record for SIU and CIU investigations. Successfully solicit at least three grants benefiting agency or field.
OFFICE OF GENERAL COUNSEL		
<ul style="list-style-type: none"> Release Review Panel conducted 1,436 reviews over calendar year. Implemented RRP process improvements; decreased review time; fully staffed RRP. Eliminated backlog of certified officer discipline cases; implemented process improvements that increased efficiency of discipline cases. 		<ul style="list-style-type: none"> Complete statutorily required administrative rule reviews. Update litigation database and convert to web-based system. Refine board meeting preparation process. Solicit grant funds for indigent defense funding. Organize and convert paper files to electronic format. Create reporting mechanism between RRP and ED.
OFFICE OF INSPECTOR GENERAL		
<ul style="list-style-type: none"> Reduced average case completion time from 201 to 82 days. Reduced the amount of cases over 60 days from 331 to 55 cases. Implemented 40 process improvements; emphasized training for all staff; conducted training for facility management staff. Completed more than 900 status checks of youth. Created the strategic planning, analytics, research and training divisions within OIG; completed all TCOLE required training. 		<ul style="list-style-type: none"> Create intranet based incident reporting system between facility and IRC; complete revision of all OIG forms. Maintain an average case completion time of 60 days; review submitted cases within 5 days; 60 day average apprehension time for abscond investigations. License all personnel as certified telecommunicators. Improve prevention/detection of contraband in all facilities.
OFFICE OF INTERNAL AUDIT		
<ul style="list-style-type: none"> Completed 100% of the approved audit plan for the period. Staff completed 232.25 continuing education training hours meeting the professional requirements of government auditing standards. Results of Customer Satisfaction Survey of TJJD Executive Management Team reflect average score of 4.4 (out of 5.0). IA staff active in local internal audit community through participation in various audit organizations. 		<ul style="list-style-type: none"> Audit a significant percentage of identified high risk areas. Support agency systems development and process improvement initiatives. Assist the agency in compliance with laws, regulations and promoting an ethical environment. Assist management in ensuring adequate design and internal controls.
PROBATION AND COMMUNITY SERVICES		
<ul style="list-style-type: none"> Prevention and Intervention grants served over 3200 youth; over 86% successfully completed services. TJJD Parole Division assumed provision of services to youth previously served by Gulf Coast Parole (140 Counties). Completed 21 Benchmark Program Reviews of JJAEPs statewide. Monitored 22 Special Needs Diversionary Programs (SNDP). Monitored 24 Title IV-E fiscal operations and 22 Title IV-E program operations for state/federal compliance. Dallas Parole has one stop shop for services including AOD counseling, SBTP counseling, BED classes, and WC classes. Provided intensive technical assistance to implement the Juvenile Medicaid Tracker (JMT) to meet the requirements of HB 1630. Increased awareness of and participation in Title IV-E reimbursements through training and technical assistance statewide. 		<ul style="list-style-type: none"> Focus additional funding/technical assistance on school attendance improvement programs; develop auditing process for grants. Complete two-day JJAEP training and four webinars, including national webinars, on educational rights of students in facilities. Enhance data collection and accuracy of JJAEP data. Monitor 11 SNDP program sites; provide technical assistance to all 22 SNDP sites; participate in Strengthening Youth and Family Conference. Implement the Social Security Incentive Program payment process with SSA for youth committed to TJJD. Explore opportunities to utilize Medicaid for eligible youth in TJJD. Integrate state/county data in the Title IV-E Program System (TPS). Simplify/consolidate parole policy/ procedure manual; reduce redundant paperwork and data entry; increase time spent with youth and improve relationships with families of parolees.
STATE PROGRAMS AND FACILITIES		
<ul style="list-style-type: none"> New organizational structure at state facilities provides team approach to management with more direct lines of accountability. New policies regarding safety, improved communication and training resulted in an overall 35% reduction in costs associated with worker's compensation claims from FY 12. Reduction of agency overtime expenditures save > \$1,000,000. Consolidated male and female orientation/assessment units into one location to achieve cost savings and improvement of operations and consistency in application of intake procedures. Published comprehensive On-the-Job Training manual for all Facility Superintendents; used as a template for other key positions. Conducted joint TDCJ-Institutions Division Security audit of all high restriction facilities. Implemented enhanced safety practices. Implemented Facility Improvement Plan for McLennan County Facility to enhance youth services and improve conditions. 		<ul style="list-style-type: none"> Incorporate Positive Behavior Intervention and Supports (PBIS) in all high restriction facilities/halfway houses as primary behavior management program. Process improvements to enhance all treatment programs in state facilities, reduce populations and improve overall outcomes lengths of stay. Work collaboratively with OIG, AID and IRD divisions to develop an incident reporting system to decrease duplication of effort and documentation; improves communication. Develop data warehouse to accurately track all data related to youth incidents, youth treatment and services to be used in planning, treatment, routine decision making and long term planning. Fully implement Redirect Program utilizing staffing provided by 83rd Texas Legislature. Develop secure residential setting for committed youth under the age of 15.

Employees Receiving Tenure Awards

TJJD would like to recognize the following employees who have received a tenure award since December 2013. On behalf of the agency, we extend our sincerest gratitude and appreciation for their dedication and service to the State of Texas.

January 2014

FIVE YEARS OF SERVICE

NAME	LOCATION/CENTRAL OFFICE DIVISION
Allison L. Voss	<i>Ron Jackson State Juvenile Corr. Facility</i>
Alton L. Ward	<i>McLennan County SJCF</i>
Anthony L. McFarlin	<i>Ayres House</i>
Byrle A. Whipple	<i>McFadden Ranch</i>
Corbett M. Lovings	<i>Giddings State School</i>
Deborah C. Smith	<i>Giddings State School</i>
Francisco Campos	<i>Evins Regional Juvenile Center</i>
Imelda J. Flowers	<i>Gainesville State School</i>
Jessie M. Trim	<i>McLennan County SJCF</i>
John F. Garrett	<i>McLennan County SJCF</i>
LaSha R. Catlin	<i>McLennan County SJCF</i>
Michael C. Fisher	<i>Phoenix Program</i>
Michael J. Estep	<i>McLennan County SJCF</i>
Osbaldo M. Garcia	<i>Schaeffer House</i>
Peggy S. Matthijetz	<i>Giddings State School</i>
Rachel L. Wasson	<i>Gainesville State School</i>
Renorial D. Thomas	<i>McLennan County SJCF</i>
Roy L. Brown	<i>Austin Office/Administration & Training</i>
Terry Randolph	<i>Ayres House</i>
Thomas A. Machala	<i>Giddings State School</i>
Trayce H. Alexander	<i>Giddings State School</i>

TEN YEARS OF SERVICE

Carl E. Motley Jr.	<i>Gainesville State School</i>
Christopher D. Flowers	<i>Gainesville State School</i>
Diane Laffoon	<i>Austin Office/Administration & Training</i>
Justin L. Aldridge	<i>Giddings State School</i>
Maria C. Nevarez	<i>Schaeffer House</i>

FIFTEEN YEARS OF SERVICE

Barbara G. Gipson	<i>Gainesville State School</i>
Joann S. Morin	<i>Tamayo House</i>
Martha G. Gutierrez	<i>Giddings State School</i>
Melissa A. Skierski	<i>Corsicana State School</i>
Michael A. Francis	<i>Austin Office/Technology</i>
Paul J. Drosche	<i>Giddings State School</i>
Rachel R. Price	<i>Gainesville State School</i>
Randy D. Robinson	<i>Giddings State School</i>
Russell S. Biehle	<i>Giddings State School</i>
Wendy S. Wallace	<i>Giddings State School</i>

TWENTY YEARS OF SERVICE

Earsley M. Wade	<i>Ron Jackson State Juvenile Corr. Facility</i>
Ericka J. Barrera	<i>Region 3 South</i>
Evelt F. Grayson	<i>Gainesville State School</i>
Ruby F. White Goodspeed	<i>Willoughby House</i>

TWENTY-FIVE YEARS OF SERVICE

Connie R. Booker	<i>Austin Office/Finance</i>
Maria Gandara	<i>Houston District Office</i>

THIRTY YEARS OF SERVICE

Harry M. Matoska	<i>Austin Office/Technology</i>
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THIRTY-FIVE YEARS OF SERVICE

Thomas R. Tye	<i>Austin Office/Probation & Community Services</i>
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